

Message Text

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PAGE 01 VIENNA 10129 050746Z

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FM AMEMBASSY VIENNA
TO SECSTATE WASHDC 4306

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E.O. 11652 N/A
TAGS: AFSP, AU
SUBJECT: LOCAL SALARY SURVEY REVIEW

REF: STATE 265188

1. THE EMBASSY HAD REQUESTED THAT THE RECENT WAGE SURVEY REFLECT (A) ANTICIPATED WAGE INCREASES THROUGH THE END OF 1974, (B) THE IMPLEMENTATION OF THE 40-HOUR WORK WEEK AS OF 1/1/75, (C) INCREASED SOCIAL SECURITY COSTS AS OF 1/1/75. THE SCHEDULE PROPOSED BY REFTEL DOES NOT REFLECT RAISES PROPOSED BY SIX SURVEYED COMPANIES, THE INCREASE IN SOCIAL SECURITY COSTS, NOR THE FULL IMPLEMENTATION OF THE 40-HOUR WORK WEEK.

2. MANY LOCAL EMPLOYEES HAVE ADVISED THE EMBASSY THAT THEY WOULD DROP PARTICIPATION IN THE CSR SYSTEM IF OFFSETS WERE INCREASED ABOVE 7 PERCENT. THE DEPT IS REQUESTED TO ADVISE THE EMBASSY IF A SYSTEM OF TWO SEPARATE SALARY SCHEDULES IS STILL UNDER CONSIDERATION AS SUGGESTED IN CA 7452, OR WHAT ACTION IS TO BE TAKEN WHEN A SIGNIFICANT PERCENTAGE OF THE EMPLOYEES DO NOT PARTICIPATE IN THE CSR SYSTEM.

3. THE EMBASSY BELIEVES THAT A PREMIUM IN THE 5 PER-CENT RANGE FOR FSL-4'S AND BELOW IS AN EQUITABLE REIMBURSEMENT FOR WORKING IN THE ENGLISH LANGUAGE. IT SHOULD BE NOTED THAT INTERNATIONAL ORGANIZATIONS THAT MORE CLOSELY CORRESPOND TO EMBASSY OPERATIONS PAY AN LIMITED OFFICIAL USE

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ACROSS-THE-BOARD BONUS OF 6 PERCENT.

4. THE EMBASSY CANNOT EXPLAIN THE EXTRAORDINARY NUMBER OF ATYPICAL RATES AS THE NUMBER HAD BEEN RELATIVELY SMALL IN PREVIOUS SURVEYS (SEE PARA 7 BELOW).

5. FUTURE SURVEYS WILL ATTEMPT TO OBTAIN SICK LEAVE AS WELL AS OTHER ABSENCES FIGURES.

6. A FURTHER REVIEW OF THE SURVEY HAS RAISED SEVERAL QUESTIONS RE INTERPRETATION OF DATA WHICH IS NOT IN ACCORD WITH PREVIOUS SURVEYS.

7. THE EMBASSY PROPOSES THE FOLLOWING:

A. TO UPDATE INFORMATION RE SALARIES TO BE PAID AS OF 1/1/75;

B. REVIEW POSITIONS THAT APPEAR TO BE ATYPICAL AS WELL AS OTHER DATA THAT IS MATERIALLY DIFFERENT FROM THAT OBTAINED IN PREVIOUS SURVEYS;

C. REVISE SOCIAL SECURITY RATES;

D. OBTAIN INFORMATION RE SICK LEAVE AND OTHER ABSENCES;

E. PREPARE REVISED WAGE SCHEDULE.

8. THE DEPT IS REQUESTED TO ADVISE THE EMBASSY RE THE FOLLOWING:

A. INFORMATION REQUESTED PARA 2 ABOVE;

B. ACTION TAKEN BY DEPT RE COMPENSATION FOR LOCAL EMPLOYEES ON U.S. HOLIDAYS (DEPT OM 11/13/74);

C. ACTION TAKEN BY L ON GRANTING AUTHORITY FOR OTHER ABSENCES. HUMES

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